



U.S. Fish & Wildlife Service

FY 2006 Alpena FRO Accomplishment Summary

Workforce Management

The Fisheries Program relies on a broad range of professionals to accomplish its mission: biologists, managers, administrators, clerks, animal caretakers, and maintenance workers. Without their skills and dedication, the Fisheries Program cannot succeed. Employees must be trained, equipped and supported in order to perform their jobs safely, often under demanding environmental conditions, and to keep current with the constantly expanding science of fish and aquatic resource management and conservation. The Alpena Fishery Resources Office in Alpena, Michigan is actively involved in workforce management. The following accomplishments are a list of examples of workforce management that the office provided in Fiscal Year 2006 (October 2005-September 2006).

Canopy Will Keep Alpena FRO Staff Out of the Weather



*Submitted by Adam Kowalski
Fish and Wildlife Biologist*

During the months of September and October 2005, Fishery Biologists Adam Kowalski and Scott Koproski organized the purchase and construction of an aluminum canopy for the station's Tribal Unit vessel. This purchase was made possible with end of the year funds provided by the regional office. Kowalski and Koproski obtained three estimates from manufactures and visited each welding shop to design a canopy that would effectively keep Alpena FRO

staff out of the elements. The design of the canopy had to protect staff from the elements and not hinder work to be done. The design chosen extended the windshield vertically and added a ten foot roof over the deck of the vessel. Vertical support posts were strategically placed to eliminate interference while lifting gill net and anchors into the vessel during the independent lake whitefish sampling and other projects.

The purchase of the canopy complies with the Work Force Management objective of the Fisheries Program Vision for the Future to provide employees with access to facilities and equipment needed to effectively, efficiently, and safely perform their jobs.

Alpena FRO Receives Employee Security Awareness Training

*Submitted by Anjanette Bowen
Fishery Biologist*

Staff at the Alpena FRO received training in Employee Security Awareness on February 15, 2006. The required safety and security training was provided by U.S. Coast Guard Alpena Station Chief Brad Adams. Training focused on general security concerns and procedures surrounding federal property and emergency preparedness. Training better equips personnel with an understanding of what should be done in the event of a security emergency and efforts that should be undertaken for employees to protect themselves, fellow staff, and federal property. This training meets Service Safety requirements and Fishery responsibilities for the "Workforce Management" priority of the Fisheries Program Vision for the Future.

CPR and First Aid Training



*Submitted by Anjanette Bowen
Fishery Biologist*

Staff at the Alpena FRO were certified in American Red Cross CPR and First Aid on March 9, 2006. This annual refresher training was provided by Bob Petersen of the Jordan River National Fish Hatchery, located in Elmira, MI.

This training is of particular importance to Alpena FRO staff that regularly function as main care givers for first aid emergencies in isolated offshore areas of Lake Huron during fishery field sampling surveys.

Many thanks and much appreciation to Mr. Petersen for certifying our staff in CPR and First Aid through the years and to Jordan River National Fish Hatchery Manager Rick Westerhof for supporting our safety training needs.

CPR and First Aid training meet Regional Safety requirements and the Service Fisheries Program Vision for the Future priority for "Workforce Management".

2006 MOCC Course — Onalaska, WI

*Submitted by Aaron Woldt
Fishery Biologist*

Fishery Biologist Aaron Woldt of the Alpena FRO served as lead instructor for a Department of Interior (DOI) Motorboat Operator Certification Course (MOCC) at the LaCrosse Fishery Resources Office (FRO) from May 23 to 25, 2006. Adam Kowalski (Alpena FRO), Brian Pember (Upper Mississippi River NW&FR Winona), Joe Reid (Trempealeau NWR), and Randy Lilla (Onalaska LE) co-instructed the course and were assisted by volunteer Don Schroeder and Region



3 MOCC Coordinator Dave Wedan. The primary goal of this course was to train Service employees to safely operate motorboats in the work environment. DOI Policy 485 DM 22 requires operators of all department watercraft to successfully complete MOCC training and complete refresher MOCC training every 5 years thereafter.

Woldt, Kowalski, Pember, Reid, and Lilla staged an informative, well organized course that included classroom, pool, and on-water instruction. Instructors lectured

on topics ranging from boat orientation, state boating regulations, boat and trailer maintenance, emergency procedures, rules of the road, aids to navigation, towing, anchoring and beaching, slow and at-speed maneuvers, marlinspike, fire suppression, and weather.

Thirteen students from 6 Service offices, Wisconsin DNR, and the USDA Animal and Plant Health Inspection Service received training and successfully earned MOCC certification.

MOCC training and refresher training are valuable curricula designed to make Service personnel competent and safe boaters. Teaching MOCC courses is consistent with the Service's goal of providing employees with opportunities to maintain competencies, improve opportunities for professional achievement, and safely perform their jobs under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

2006 MOCC Course – Ludington, MI



*Submitted by Aaron Woldt
Fishery Biologist*

Fishery Biologist Aaron Woldt of the Alpena FRO served as lead instructor for a Department of Interior (DOI) Motorboat Operator Certification Course (MOCC) at the Ludington Biological Station from June 27 to 29, 2006. Kevin Butterfield (Ludington Biological Station), Deb Winkler (Marquette Biological Station), and Region 3 MOCC Coordinator Dave Wedan (LaCrosse FRO) co-instructed the course. The primary goal of this course was to train Service employees to safely operate motorboats in the work environment. DOI Policy 485 DM 22 requires operators of all department watercraft to successfully complete MOCC training and complete refresher MOCC training every 5 years thereafter.

Woldt, Butterfield, Winkler, and Wedan staged an

informative, well organized course that included classroom, pool, and on-water instruction. Instructors lectured on topics ranging from boat orientation, state boating regulations, boat and trailer maintenance, emergency procedures, rules of the road, aids to navigation, towing, anchoring and beaching, slow and at-speed maneuvers, marlinspike, fire suppression, and weather. Seven students from the Ludington Biological Station and the Carterville FRO received training and successfully earned MOCC certification.

MOCC training and refresher training are valuable curricula designed to make Service personnel competent and safe boaters. Teaching MOCC courses is consistent with the Service's goal of providing employees with opportunities to maintain competencies, improve opportunities for professional achievement, and safely perform their jobs under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

Annual Fire Extinguisher Safety Training



*Submitted by Anjanette Bowen
Fishery Biologist*

Alpena FRO staff participated in annual fire extinguisher training on June 6, 2006. Training was provided by Great Lakes Fire and Safety Equipment. Township Firefighter Jim Saylor conducted the training. Information was provided on the variety of fire extinguisher types and all staff were allowed to extinguish a live fire. Fire extinguisher training is required safety training and is particularly of value to Alpena staff that work in remote areas

of the lake. Safety training is essential to protecting staff and the public during emergency situations and meets the Fisheries Program Vision for the Future priority for "Workforce Management".

Service Biologist Attends AD Model Builder Training

*Submitted by Aaron Woldt
Fishery Biologist*

From June 12 to 13, 2006 Fishery Biologist Aaron Woldt of the Alpena FRO attended an AD Model Builder (ADMB) Advanced Fishery Applications training at the Quantitative Fisheries Center at Michigan State University. The primary goal of this course was to expose students to relatively advanced topics regarding the use of the software ADMB in building and parameterizing fisheries based models (e.g. statistical catch at age, surplus production, growth). Topics covered included methods for assessing uncertainty in models, review of available ADMB functions, instruction on writing functions and model code, advice to make coding more efficient, implementing control programs, and building simulation models to test existing fishery models.

Woldt will use knowledge gained from this training in his role as Chair of the Modeling Subcommittee (MSC) of the Technical Fisheries Committee. The MSC, comprised of 7 partner agencies, annually updates ADMB based statistical catch at age models for 9 lake trout and 17 lake whitefish units in 1836 Treaty waters and sets harvest limits as dictated by the Year 2000 Consent Decree. MSC members continually strive to improve catch at age models, and training such as this gives members the tools needed to make improvements.

Continued educational opportunities such as university sponsored training is consistent with the Service's goal of providing employees with opportunities to maintain competencies and improve opportunities for professional achievement under the "Workforce Management" priority of the Fisheries Program Vision for the Future.

The **Alpena Fishery Resources Office (FRO)** is located in Alpena, Michigan and works to meet U.S. Fish and Wildlife Service Fishery and Ecosystem goals within Lake Huron, Western Lake Erie, and connecting waters of the St. Marys River, St. Clair River, and Detroit River. Activities include Aquatic Species Conservation and Management, Aquatic Habitat Conservation and Management, Cooperation with Native Americans, Leadership in Science and Technology, Partnerships and Accountability, Public Use, and Workforce Management – all of which are conducted in alignment with the Service Fisheries Program Vision for the Future. The station is one of many field offices located within Region 3, the Great Lakes Big Rivers Region. For more information about Alpena FRO programs and activities visit our web site located at <http://www.fws.gov/midwest/alpena/>.

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